

NMSU Library

Summary of Salary Distributions for Fiscal Year 2012-2013

\$\$ Distribution TOTAL	Non-Exempt Staff 2%	Exempt Staff 2%	Faculty 2%
Cost of Living Adjustment	2%	1%	1%
Merit	0%	1%	1%
Numeric Scale Rated by:		1-10 (High) Department Head/Supervisor	1-5 (High) Department Head
Merit Levels		Exemplary 1 \$900 Exemplary 2 \$558 Exceeds Expectations \$302	High Merit-1st Quartile \$663 Merit-2nd Quartile \$497 No Merit-3rd Quartile 0
Market Adjustments	0%	0%	Market Adjustments for 2 faculty members at total allocation of \$1,275
Notes:	Non-exempt employees must have an overall performance rating of at least "meets expectations" to receive a cost-of-living salary increase.	Merit dollars are flat. All exempt employees rated scored Exceeds Expectations or above.	Merit dollars are flat. Merit awarded only for ratings of 4 or higher. Ratings ranked from highest to lowest then divided into quartiles. Promotions are funded centrally.